

## QA, Training, Tech Comm Salary Review

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**Purpose:** Evaluate current salary for QA, Training, and Writing to determine if our salary is competitive (above the 75<sup>th</sup> percentile) as we enter peak hiring season.

**Summary:** The current starting salary for QA, Training, and Writing is \$42,000 (\$40,000 plus \$2,000). After reviewing the available resources, it appears that this salary is below the national median salary for similar positions.

QA, Training, Tech Comm	
Hire Year	Starting Salary
2004	32000
2005	33000
2006	33000
2007	35000
2008	35000
2009	36000
2010	38000
2011	40000
2012	40000
2013	40000
2014	40000

**History:** Salaries for these roles have not been reviewed since 2010.

**Data:**

Starting Salaries Across the Industry						
	Current Epic Starting Salary	Analysis	Salary.com	Payscale.com	NACE analysis (by majors)	Recommendation
QA	40,000 + 2,000	Median	48,188 ↑	41,000 ↓	44,000 ↑	44,000 + 2,000 (Masters: 46 + 2)
		25 <sup>th</sup> -75 <sup>th</sup> %	40,000 - 54,000	35,000 - 48,000	Top majors: English, Math, Biology	
Training	40,000 + 2,000	Median	50,150 ↑	N/A	44,686 ↑	44,000 + 2,000 (Masters: 46 + 2)
		25 <sup>th</sup> -75 <sup>th</sup> %	43,000 - 57,300	N/A	53,000 ↑	
Tech Comm	40,000 + 2,000	Median	44,597 ↑	40,000 ↓	40,100 ↓	44,000 + 2,000 (Masters: 46 + 2)
		25 <sup>th</sup> -75 <sup>th</sup> %	38,000 - 50,000	35,000 - 46,000	Top majors: English, Journalism, History	

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